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UNITED NATIONS POPULATION FUND

DELEGATION OF FORMAL AUTHORITY TO THE EXECUTIVE DIRECTOR ON UNFPA PERSONNEL MATTERS

Report of the Advisory Committee on Administrative and Budgetary Questions

1. The Advisory Committee on Administrative and Budgetary Questions has considered the report of the Executive Director on the delegation of formal authority to the Executive Director in matters concerning UNFPA personnel (DP/FPA/2003/5). During its consideration of the report, the Advisory Committee met with the Deputy Executive Director and her colleagues, who provided additional information.

2. As indicated in paragraph 2 of the report, formal authority concerning UNFPA personnel currently resides with the Administrator of UNDP, as it has since 1969 when the Secretary-General placed UNFPA under the authority of the Administrator. In 1972, the General Assembly placed UNFPA under its authority (resolution 3019 (XXVII)); however, administratively, UNDP continued to represent UNFPA in the field, administer UNFPA staff and provide financial services to UNFPA.

3. The Committee notes from paragraphs 5 and 6 of the report that the request of UNFPA for formal authority in matters concerning UNFPA personnel has been endorsed by UNDP and that the delegation of such authority to the Executive Director would improve the management, efficiency and accountability of UNFPA personnel services, and remedy the anomaly noted by internal auditors that while the Executive Director has substantive authority over UNFPA personnel, she does not have the formal authority to appoint, administer or discipline UNFPA staff.

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4. As indicated in paragraph 7 of the report, the delegation of personnel authority to the Executive Director of UNFPA "would not have any direct financial implications or added costs". The Advisory Committee was provided, upon request, with the additional information on the financial and administrative implications of the delegation of such authority, which is annexed herein. The Advisory Committee notes that the figures provided are provisional and urges a speedy conclusion of the ongoing discussions between UNDP and UNFPA.

5. The Advisory Committee recommends approval of the recommendation contained in paragraph 11 of the report concerning the delegation of formal authority to the Executive Director in matters of UNFPA personnel.

Annex

I. Biennial costs related to the delegation of personnel authority to UNFPA

Savings – $151,100

Subvention to UNDP for personnel legal services reduced from $218,600 to $100,000

Subvention to UNDP for the formulation of personnel policies reduced from $37,500 to $5,000*

Anticipated savings

Savings on the costs UNDP levies on UNFPA country offices for personnel-related services provided by UNDP (on a fee-per-service basis). This will mean that UNFPA country offices will no longer have to pay for personnel services that it is currently obliged to pay for, but which are, in reality, being performed by the UNFPA country offices themselves. These will include, for example, issuing their own letters of appointment and other contracts, holding their own appointment and promotion panels and maintaining their own human resources databases.

II. Anticipated savings related to the streamlining of processes

The speedier processing of disciplinary cases (currently eight cases are pending) through dedicated support for this function will reduce costs to UNFPA. This will reduce excessive time lags and the attendant costs in the legal pursuit of disciplinary cases, which, in two recent cases, have taken more than eight months in one instance, and four years in another.

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* The amount given is an estimate based on preliminary negotiations with UNDP.